

AN EMPIRICAL STUDY ON EMPLOYEES WORK LIFE BALANCE WITH REFERENCE TO EDUCATIONAL INSTITUTIONS OF KRISHNA AND GUNTUR DISTRICTS

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Abstract

During the Covid -19 pandemic, educational institutions began offering online classes. Things gradually returned to normal. Traditional education has begun in educational institutions. So many teaching institution employees and their work-life balance are influenced by these two modes. This study is an attempt of analysing the impact of various factors such as employee's gender, age, occupation, annual income, working hours, over time work, personal life, weekend work, work on vacation, sleeping hours, job priority, family priority, spouse profession, family cooperation on work life balance.

Key words: Covid-19, Work life balance, Online education and Traditional education

Introduction

Work life balance refers to balancing one's professional and personal lives. The issue of work-life balance is rising to the top of many employers' and employees' minds both at work and at home. Human resource professionals in today's fast-paced society seek ways to positively impact their companies' bottom lines, boost employee morale, retain employees with valuable company knowledge, and keep up with workplace trends. In a society filled with competing responsibilities and commitments, work-life balance has become a major issue in the workplace.

Review of The Literature

According to Senthil's 2012 study in Tamilnadu, there is a significant correlation between an employee's demographic characteristics, such as marital status and the occupation of their spouse, and work-life balance. According to Santana Lakshmi's (2013) study, an employee's work-life balance will be impacted over time by their marital status, their spouse's occupation, their working hours, and other factors.

According to Subha's 2013 study, work-life balance and family responsibilities are related to one another. According to Muthulakshmi's (2018) study in the Thoothukudi area, there is no substantial association between employee job satisfaction and work life balance, although there is a significant relationship between the two.

Since the respondents are around the same age, Adeeba and Feza came to the conclusion that their perceptions are comparable. So, it was determined that gender was not a significant differentiating factor. On the dimensions of Work Interference with Personal Life, Personal Life Interference with Work, and Work Personal Life Enhancement, teachers did not differ significantly based on marital status, spouse's occupation, the number of dependents, or age. Because the respondents are from both high school and college, there are disparities in their perspectives.

The study conducted by Abhirami in (2013) Tamilnadu found that working conditions and employee worklife balance are associated with each other.

According to Mohammad et al., the work-life balance scenario is having an impact on Bangladeshi female teachers' families and jobs. Women at work can only be a blessing if both their families and the company receive the proper service from them. They can only contribute to the company and the family when the company offers flexible working hours (roistered days off and family-friendly starting and finishing times), transportation, housing, child care, flexible work arrangements or job sharing, reduced working hours & workload, and these other benefits.

Objectives of The Study

- To analyse the impact of various factors such as employee's gender, age, occupation, annual income, working hours, over time work, personal events , weekend work, work on vacation, sleeping hours, job priority, family priority, spouse profession, spouse ,family and children cooperation on work life balance.

Hypotheses of The Study

H1: There is as significant relationship between employee's demographical factors and work life balance

H2: There is as significant relationship between various factors such as working hours, over time work, personal life, weekend work, and work in vacation, sleeping hours, job priority, family priority, spouse profession, spouse cooperation, children cooperation, family cooperation and work life balance.

Research Methodology

The present study considers employees from various educational institutions of Krishna and Guntur districts. The study is based on sample survey method. The sample size is 86. Snowball sampling technique is used to collect data. It is a non – probability sampling technique. The data is collected by using a structured questionnaire.

Data Analysis

Table I- Regression Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics	
					R Square Change	F Change
1	.647	.418	.284	.671	.418	3.104

Table II Regression Coefficient values between various factors and employee worklife balance

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	.439	.995		.441	.661
Gender	.244	.227	.151	1.074	.287
Age	.363	.156	.278	2.335	.022
Occupation	.252	.264	.142	.955	.343
Annual income	.098	.114	.146	.862	.392
Working hours	.359	.103	.426	3.493	.001
Over time	-.030	.126	-.034	-.234	.816
Personal events	-.214	.115	-.221	-1.853	.068
Work in Weekend	.011	.096	.017	.117	.907
Work in vacation	-.005	.129	-.007	-.039	.969
Priority for job	-.030	.081	-.045	-.371	.712
Priority for family	-.026	.080	-.040	-.323	.748
Sacrificing Sleeping	.109	.097	.148	1.123	.265
Spouse cooperation	.133	.144	.159	.923	.359
Family cooperation	.071	.169	.087	.419	.676
Children cooperation	-.121	.131	-.172	-.920	.361
Spouse profession	.166	.262	.116	.634	.528

The above tables show that the regression model explains 41.8% of the variance in employee Work Life Balance. Employee Work-Life Balance is positively related to employee gender, age, occupation, annual income, working hours, weekend work, sleep deprivation, spouse cooperation, family cooperation, and spouse profession. Employee Work Life Balance is negatively associated with overtime work, personal events, vacation work, job priority, family priority, and child cooperation. Employee work-life balance is statistically related to age and working hours. Employee work-life balance is statistically insignificant in relation to employee gender, occupation, annual income, overtime work, personal life, weekend work, work in vacation, sleeping hours, job priority, family priority, spouse cooperation, child cooperation, family cooperation, and spouse profession.

Conclusion

Employees must strike a balance between their personal and professional lives. It is critical to plan your time wisely. The most important way to reduce stress is to spend quality time with family. It's crucial to take breaks while working. Organizations must also value their employees' psychological and physical well-being.

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